



POLICY TITLE: Hazing Policy (Interim)

POLICY PURPOSE: To protect students from hazing which consists of a broad range of behaviors that may place another person in danger of physical or psychological harm, and includes activities that demonstrate disregard for another person's dignity or well-being. To ensure students, staff, and faculty have access to FHSU's research informed hazing prevention and awareness programs. To give guidance on the reporting processes should instances of hazing occur.

BACKGROUND:

APPLIES TO: Students, Student Organizations, Faculty, and Staff

DEFINITIONS: Student Organizations: A student organization is an organization that is committed to serving the FHSU campus and students and the community of Hays. An organization at an institution of higher education in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established by the institution. Examples: Club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government. (Student Organization Handbook – minimum requirements for a registered student organization defined.)

CONTENTS:

POLICY STATEMENT: Hazing is strictly prohibited at Fort Hays State University. Any student participating or involved in hazing activities will be subject to disciplinary action for violation of this policy. Student organizations found in violation will be subject to punishment including, but not limited to, disbanding of the organization.

Hazing is any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury.

Hazing consists of a broad range of behaviors that may place another person in danger of physical or psychological harm, and includes activities that demonstrate disregard for another person's dignity or well-being. Even when demeaning or embarrassing behaviors do not appear overtly harmful in themselves -- as where the participants appear to engage in them willingly -- they may constitute hazing if they are part of an organization's or group's initiation or membership activities or if such activities are a part of the organization's or group's traditions or rituals. The

determination of whether a particular activity constitutes hazing will depend on the circumstances and context in which that activity is occurring.

Specific activities which may constitute hazing include, but are not limited to the following:

1. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
2. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement, confinement in a small space, extreme calisthenics, or other similar activity;
3. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
4. Causing, coercing, or otherwise inducing another person to perform sexual acts;
5. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
6. Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
7. Any activity that induces, causes, or requires another person to perform a duty or task that involves violation of local, State, Tribal, or Federal law.

The University's Hazing Policy shall apply to all University students, as well as organizations or groups, either official or unofficial, whose membership includes University students, and organizations or groups registered with or funded in whole or in part by the University.

As a condition of registration or recognition by the University, all clubs and organizations including but not limited to fraternities and sororities, athletic teams, band, etc., must agree that they and their members will not engage in any action which may constitute hazing as defined by the University or Kansas law. In addition, they must agree that they and their members will not engage in any action or situation that causes an individual to suffer indignity, embarrassment, humiliation, or ridicule due to the actions of others.

All organizations understand that hazing in any form is prohibited. Organizations violating the University's Hazing Policy Statement will be subject to the University's judicial process. If found in violation, it will be subject to punishment, including but not limited to disbandment. Individual members of organizations violating this policy will be subject to the University's Student Code of Conduct and Discipline Procedures. If found in violation, they shall be subject to disciplinary action which may result in suspension or expulsion from the University.

All student organization representatives, faculty, and staff at FHSU will be given annual training regarding hazing information and reporting procedures.

Procedure:

Submitting a Complaint

A person alleging that hazing has occurred (the complainant) should contact Student Engagement or the Compliance Officer to schedule a meeting to discuss the charges. A written complaint also may be submitted. Upon meeting, Student Engagement or the Compliance Officer will obtain all relevant information from the complainant about the complaint and will discuss the university's policies on hazing.

Investigation

The goal of investigation is to define the issues of the complaint in order to seek resolution. The Compliance Officer is not an advocate for either party, and the investigation will be impartial. To the extent possible and appropriate, the Compliance Officer will investigate the complaint even during the pendency of a criminal investigation.

During the investigation, the Compliance Officer will seek to define the issues and positions of the complainant and respondent in order to identify the source of the conflict, to gather relevant information and to identify possible means of resolution. Both parties will be allowed to offer any evidence and witnesses it wishes to the Compliance Officer to support or oppose the complaint. If the Compliance Officer determines through investigation that the issue does not involve matters related to hazing, the complainant will be notified that the issue is not appropriate for resolution through this procedure and will be directed to the appropriate office or procedure.

The Compliance Officer will treat the materials received during the investigation as confidential. However, the Compliance Officer may discuss relevant information with either party, and/or witnesses they identify, and with other appropriate parties in order to seek a resolution. All those involved will be expected to treat the information as confidential. In most cases, the investigation will be completed within 60 to 90 days following receipt of the complaint.

Results of Investigation

Upon completion of the investigation, the Compliance Officer will provide a written report that uses the preponderance of the evidence standard and includes recommended actions, if any. The complainant and respondent will receive a copy of the report. The report also will be distributed to the Student Affairs administration, who may be asked to act upon the recommendations contained therein.

A party who is dissatisfied with the process or outcome of a complaint may pursue the applicable university grievance process.

EXCLUSIONS OR SPECIAL CIRCUMSTANCES:

RELATED DOCUMENTS:

Policies:

Forms:

Other: Stop Campus Hazing Act

KEYWORDS:

Hazing, disciplinary, organizations

RESPONSIBLE OFFICE:

Student Affairs and Compliance Office

RESPONSIBLE UNIVERSITY

Assistant VP for Student Affairs

OFFICIAL:

ORIGINATION DATE: 10/12/2005

CHANGE HISTORY: Adopted by Cabinet 11/28/2018
Adopted by Cabinet 10/12/2005
Temporary Policy Adopted 6/23/2025
